

COMMANDING OFFICER'S STATEMENT ON EQUAL OPPORTUNITY AND DISCRIMINATION



All Marine Corps Base personnel-military and civilian-shall be treated with dignity and respect. I am personally committed to ensuring Marine Corps Base personnel flourish in an environment free of unlawful discrimination and sexual harassment.

Every Marine Corps Base member is to be personally committed to and responsible for fair and equitable treatment of all. Unlawful discrimination, based on national origin, color, race, age, religion, or gender, to include sexual harassment, violates our Corps values of Honor, Courage, and Commitment. Sexual harassment is defined as a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, to include creating a hostile work environment when submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career. Under no circumstances will reprisals, intimidation, or any further harassment related to such discriminatory complaints be tolerated.

Unlawful discrimination and sexual harassment degrades productivity and effectiveness, as well as unit cohesion and mission readiness. We must all take prompt and decisive action to prevent and eliminate discrimination and sexual harassment. Each of us must foster an environment of dignity and respect that is a fundamental reflection of our Corps values. Tolerance of discrimination or sexual harassment is poor leadership. Therefore, it is critical that each of us holds accountable anyone who discriminates and takes immediate corrective action.

Personnel engaging in discrimination, sexual harassment or reprisal will be subject to appropriate disciplinary action. In non-criminal cases of sexual harassment or discrimination, the preferred course of action is through Informal Resolution. Informal resolution permits your chain of command to resolve the situation at the lowest possible level. The primary method for addressing formal complaints of discrimination, to include sexual harassment, is Request Mast. Personnel are also encouraged to seek advice from their command's Equal Opportunity Representative or the Equal Opportunity Advisor located in Building 27, (910) 451-5372.


A. E. HODGES